DOCUMENT RESUME

ED 390 493 JC 960 076

TITLE	Fiscal Year 1995 Salary Report for the Illinois Public Community Colleges.
INSTITUTION	Illinois Community Coll. Board, Springfield.
PUB DATE	Apr 95
NOTE	47p.
PUB TYPE	Reports - Descriptive (141) -- Statistical Data (110)
EDRS PRICE	MF01/PC02 Plus Postage.
DESCRIPTORS	*Administrators; College Faculty; *Community Colleges; Comparative Analysis; Educational Finance; Faculty Workload; Full Time Faculty; Part Time Faculty; School Personnel; State Surveys; *Teacher Employment Benefits; *Teacher Salaries; Two Year Colleges
IDENTIFIERS	*Illinois Community College System

ABSTRACT

This report contains fiscal year (FY) 1995 data on compensation received by employees in the 49 public community colleges in the Illinois Community College System. Data tables are provided on contractual base salaries for full-time faculty; salary rates for part-time faculty, full-time faculty overload and summer term; salary schedules for full-time faculty with a master's degree; and institutional policies related to faculty salaries and contracts. Information is also presented on contractual base salaries for non-teaching professional and administrative staff for FY 1995, salaries paid to selected administrators, a summary of FY 1995 monthly classified staff salaries, and FY 1994 fringe benefits for all full-time employees. Finally, the report provides FY 1995 mean percentage salary increases for all employees, the average total salary actually paid at the colleges in FY 1994, and average contractual salaries for FY 1991 through FY 1995. Highlighted data include the following: (1) FY 1994 average total salaries actually paid (including all overloads and compensation) amounted to $52,172 for faculty, $53,783 for administrative, and $34,655 for professional non-teaching employees; (2) FY 1994 average fringe benefit costs for full-time employees were $4,624 for faculty, $5,145 for administrators, $5,093 for non-teaching staff, and $4,356 for classified staff; and (3) FY 1995 average salary rates were $353 per credit hour for part-time faculty, $496 for full-time faculty (overload rate), and $577 for full-time faculty (summer rate). Detailed data tables with comparative information by college are provided. (MAB)

****
* Reproductions supplied by EDRS are the best that can be made *
* from the original document. *
****

ED 390 493

Fiscal Year 1995 Salary Report

for the
Illinois Public Community Colleges

"PERMISSION TO REPRODUCE THIS MATERIAL HAS BEEN GRANTED BY

V. McMillan

TO THE EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)."

U.S. DEPARTMENT OF EDUCATION
Office of Educational Research and Improvement
EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)

☐ This document has been reproduced as received from the person or organization originating it.

☐ Minor changes have been made to improve reproduction quality.

• Points of view or opinions stated in this document do not necessarily represent official OERI position or policy.

Illinois Community College Board
509 South Sixth Street, Suite 400
Springfield, Illinois 62701-1874
Telephone: (217) 785-0123
April 1995

Printed by Authority of the State of Illinois

JC 960 076

BEST COPY AVAILABLE

HIGHLIGHTS OF THE FISCAL YEAR 1995 SALARY REPORT

1. Fiscal Year 1994 Weighted Average Total Salary Actually Paid -- These salaries include all overloads and compensation for extra assignments paid to full-time employees between July 1, 1993 and June 30, 1994.

Faculty (9 and 12 month)	$52,172
Administrative (12 month)	$53,783
Other (Nonteaching) Professional (9 and 12 month)	$34,655

2. Fiscal Year 1994 Average Cost of Fringe Benefits for Full-Time Employees.

Full-Time Faculty (9 month)	$ 4,624
Administrative (12 month)	$ 5,145
Other (Nonteaching) Professional (9 month)	$ 5,093
Classified (12 month)	$ 4,356

3. Fiscal Year 1995 Weighted Average Contractual Salaries -- The contractual salary is the base salary paid to full-time personnel.

Faculty (9 month)	$47,418
Administrative (12 month)	$54,761
Other (Nonteaching) Professional (9 month)	$46,734

4. Fiscal Year 1995 Average Salary Rates.

Part-Time Faculty Rate	$353/credit hour
Full-Time Faculty Overload Rate	$496/credit hour
Full-Time Faculty Summer Rate	$577/credit hour

5. Fiscal Year 1995 Average Academic Year Salary Schedule Salaries Paid to Full-Time Faculty with a Master's Degree.

Master's Degree, Plus Zero Hours (No Experience)	$26,064
Master's Degree, Plus Zero Hours (5 Years Experience	$30,918
Master's Degree, Maximum Hours (5 Years Experience)	$36,868
Master's Degree, Maximum Hours (Maximum Experience)	$57,514

Illinois Community College Board

FISCAL YEAR 1995 SALARY REPORT FOR THE ILLINOIS PUBLIC COMMUNITY COLLEGES

TABLE OF CONTENTS

	Page
Introduction	1
Employee Groups	2
Section I - Fiscal Year 1995 Contractual Base Salaries for Full-Time Faculty at Illinois Public Community Colleges	3
Section II - Fiscal Year 1995 Part-Time Faculty Salary Rates and Full-Time Faculty Overload and Summer Term Rates at Illinois Public Community Colleges	6
Section III - Salaries Based on Fiscal Year 1995 Salary Schedules for Full-Time Faculty with a Master's Degree at Illinois Public Community Colleges	8
Section IV - Institutional Policies Related to Faculty Salaries and Faculty Contracts at Illinois Public Community Colleges - Fiscal Year 1995	10
Section V - Fiscal Year 1995 Contractual Base Salaries for Other (Nonteaching) Professional Staff at Illinois Public Community Colleges	12
Section VI - Fiscal Year 1995 Contractual Base Salaries for Administrative Staff at Illinois Public Community Colleges	15
Section VII - Salaries Paid to Selected Administrators at Illinois Public Community Colleges During Fiscal Year 1995	17
Section VIII - Summary of Fiscal Year 1995 Monthly Classified and Other (Nonteaching) Professional Staff Salaries at Illinois Public Community Colleges	22
Section IX - Fringe Benefits for Full-Time Employees at Illinois Public Community Colleges - Fiscal Year 1994	24
Section X - Fiscal Year 1995 Mean Percentage Salary Increases for Faculty, Other (Nonteaching) Professional Staff, Administrative Staff, and Classified Staff at Illinois Public Community Colleges	28

TABLE OF CONTENTS
(Continued)

Page

Section XI - Fiscal Year 1994 Average Total Salary Actually Paid at Illinois Public Community Colleges 30

Section XII - Statewide Average Annual Contractual Salaries in Illinois Public Community Colleges for Fiscal Years 1991 to 1995 33

INTRODUCTION

Data about compensation received by employees in Illinois' 49 Illinois public community colleges are gathered by the Illinois Community College Board (ICCB). Data in the *Fiscal Year 1995 Salary Report* reflect the census date of October 1, 1994. The efforts that college staff put forth to provide these data are appreciated. In an attempt to minimize the number of separate requests for salary data received by public community colleges, ICCB staff provide these data on the colleges' behalf in response to requests for salary information from the Illinois Board of Higher Education, National Center for Educational Statistics, Legislature, and other interested persons.

This year, data are presented by peer groups with statewide totals. The seven peer groups are based on a combination of college enrollment (semester), geographic location, and financial data:

I Headcount enrollment of less than 3,000, downstate, located in or near communities of less than 50,000 population.
II Headcount enrollment of approximately 3,000 to 4,000, downstate, located in or near communities of less than 50,000 population.
III Headcount enrollment greater than 4,000, downstate, located in or near communities of less than 50,000 population.
IV Located downstate and in urbanized areas.
V Headcount enrollment less than 10,000, located in the Chicago metropolitan area.
VI City Colleges of Chicago.
VII Headcount enrollment greater than 10,000, located in the Chicago metropolitan area.

Peer groups are separated by solid lines in the tables. As you move from top to bottom down the table, the groupings generally correspond to districts with higher enrollments in more urbanized environments. Within each peer group, the colleges are listed in alphabetical order.

Most tables in this report contain information on full-time employees. The report includes faculty salary data which are based on actual contracts, salaries from salary schedules, overload faculty salary rates, and part-time faculty salary rates. Also included are administrative salaries, other (nonteaching) professional staff salaries; information on average faculty load; salaries for selected administrators; salaries for positions similar to Universities Civil Service classifications; and fiscal year 1994 salaries actually paid to faculty, administrators, other (nonteaching) professionals, and classified staff.

EMPLOYEE GROUPS

Descriptions of the employee groups used in this report are provided below. These categories correspond with *Fiscal Management Manual* salaries expenditures codes.

Faculty are individuals who spend more than one-half of their workload in the activity of teaching and providing instruction to students.

Administrative Staff are line officers of the college who manage, conduct, and administer programs, staff, and operations of the board of trustees. Academic administrators and general administrative personnel are included.

Classified Staff include clerical and custodial/maintenance staff. Clerical personnel engage in the process of keeping records and processing information upon the request and direction of college professional staff. Custodial/maintenance staff engage in housekeeping and the maintenance or repair of college facilities and equipment.

Other (nonteaching) Professional Staff include professional/technical, academic support, and supervisory staff. Professional/technical staff have specialized skills but do not directly support the process of teaching. Academic support staff exercise professional judgement and discretion and directly support the teaching and learning process. Supervisory staff have the duty, responsibility, or authority to recommend the employment, transfer, suspension, dismissal, promotion, assignment, reward, or discipline of other staff individuals both full- and part-time.

Section I

FISCAL YEAR 1995 CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 1 summarizes the ranges of salaries for full-time faculty on 9-month contracts for fiscal year 1995. Faculty are individuals who spend more than one-half of their workload in the activity of teaching and providing instruction to students.

Table 2 identifies the lowest, average, highest, and median academic year contractual base salaries of full-time faculty with 9-month contracts at each community college in Illinois. Table 3 provides the same information for full-time faculty with 12-month contracts.

The low salaries represent the lowest contractual base salary actually paid to a full-time faculty member at each of the community college districts and may be different from salary schedule salaries which are reported in Tables 7 and 8.

The high salaries represent the highest contractual base salary actually paid to full-time teaching faculty members for an academic year at each of the colleges. The mean salaries represent the weighted average of all full-time teaching faculty salaries at each community college district. Statewide average salary data reported throughout this report are weighted average salary data. The median salaries reported are those which are the middle salary at each college. The median salary is generally considered to be the most appropriate measure of central tendency for salary data within a given college since it is not affected by extreme high or low salaries; however, it is not as meaningful when reporting statewide composite median salary data. The statewide median figure reported is an average of individual medians reported.

Table 1

SUMMARY OF FISCAL YEAR 1995 (9-MONTH) CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY AT ILLINOIS PUBLIC COMMUNITY COLLEGES

	District Range		State Average
	Low	High	
Low Faculty Salaries	$14,723	$32,142	$25,158
Average Faculty Salaries	$32,495	$62,048	$47,418*
High Faculty Salaries	$41,386	$91,744	$58,058
Median Faculty Salaries	$31,840	$66,958	$44,279

*Weighted

Illinois Community College Board

Table 2

FISCAL YEAR 1995 CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY (9 MONTHS)
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

		RANGE OF SALARIES					
DISTRICT/COLLEGE	NUMBER OF STAFF	LOW	25TH % TILE	MEDIAN	75TH % TILE	HIGH	AVERAGE
SANDBURG	56	22,671	30,109	35,526	41,909	48,561	36,136
SHAWNEE	43	25,256	28,478	33,537	38,061	49,174	34,403
SOUTHEASTERN	49	26,413	30,720	38,586	43,491	49,799	37,883
SPOON RIVER	34	26,889	33,741	36,597	44,020	46,304	37,504
STATE COMM. COLL.	30	23,175	30,096	34,208	38,184	41,386	34,271
WOOD	–	–	–	–	–	–	–
DANVILLE	53	23,165	27,519	33,450	40,718	44,950	34,098
HIGHLAND	48	24,222	37,079	40,885	49,017	54,673	42,128
KASKASKIA	50	22,966	34,221	41,321	47,543	51,964	40,050
KISHWAUKEE	65	23,513	28,528	34,422	41,424	53,813	35,711
REND LAKE	60	27,005	33,540	36,997	42,393	49,407	38,229
SAUK VALLEY	49	23,805	32,113	36,799	44,598	51,161	37,349
ILLINOIS EASTERN	95	21,223	28,407	31,840	36,873	44,415	32,495
ILLINOIS VALLEY	64	26,760	32,642	40,819	49,037	50,149	40,539
KANKAKEE	51	27,763	33,616	41,124	47,190	54,940	40,774
LAKE LAND	98	19,235	31,250	34,283	41,828	55,158	36,837
LEWIS & CLARK	73	28,421	39,708	45,860	48,177	52,162	43,414
LOGAN	85	14,723	34,872	40,575	47,137	54,045	41,247
MC HENRY	63	26,650	36,244	42,640	47,970	59,163	42,695
BELLEVILLE	110	28,974	35,661	51,761	55,775	63,258	47,343
BLACK HAWK	141	25,188	37,549	43,132	49,374	58,924	42,631
HEARTLAND	4	31,521	32,281	37,477	43,240	44,567	37,760
ILLINOIS CENTRAL	172	24,605	35,910	43,310	48,780	56,925	41,871
LINCOLN LAND	115	24,504	41,297	46,643	52,971	55,620	45,859
PARKLAND	141	26,500	36,564	45,629	52,691	61,343	44,825
RICHLAND	49	25,260	35,084	41,632	44,205	48,047	39,333
ROCK VALLEY	125	28,710	37,782	44,586	51,390	58,194	44,749
ELGIN	106	27,175	46,140	58,080	65,371	73,171	54,761
MORTON	50	32,142	46,164	51,867	56,199	60,712	50,340
PRAIRIE STATE	76	21,469	36,084	43,440	50,742	59,066	43,540
SOUTH SUBURBAN	123	15,150	36,504	48,851	63,151	67,298	47,167
WAUBONSEE	70	31,322	37,280	43,274	48,565	56,962	43,686
CHICAGO	843	24,967	44,429	55,367	62,161	75,345	53,037
DUPAGE	283	31,080	42,787	50,427	59,290	66,693	50,866
HARPER	192	30,587	42,979	63,112	71,769	73,498	57,091
JOLIET	146	15,252	38,844	46,501	59,532	91,744	48,729
LAKE COUNTY	159	21,288	57,023	66,958	70,641	74,526	62,048
MORAINE VALLEY	157	24,862	40,799	47,903	54,203	66,465	46,808
OAKTON	131	30,814	45,717	59,929	67,035	71,728	57,168
TRITON	171	25,955	48,236	57,522	63,849	68,957	54,521
TOTALS/AVERAGES	4,430	$25,158	$36,872	$44,279	$50,781	$58,058	$47,418
Lowest Low/Highest High		$14,723				$91,744	

– = Not Applicable
SOURCE OF DATA: Salary Submission (C1)

Illinois Community College Board

Table 3

FISCAL YEAR 1995 CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY (12 MONTHS)
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

		RANGE OF SALARIES					
DISTRICT/COLLEGE	NUMBER OF STAFF	LOW	25TH %TILE	MEDIAN	75TH %TILE	HIGH	AVERAGE
SANDBURG	–	–	–	–	–	–	–
SHAWNEE	1	32,680	32,680	32,680	32,680	32,680	32,680
SOUTHEASTERN	6	25,112	30,612	31,813	33,182	35,839	31,395
SPOON RIVER	–	–	–	–	–	–	–
STATE COMM. COLL.	1	31,143	31,143	31,143	31,143	31,143	31,143
WOOD	44	22,400	25,274	29,036	34,347	44,982	30,590
DANVILLE	2	36,696	36,696	37,063	37,063	37,429	37,063
HIGHLAND	–	–	–	–	–	–	–
KASKASKIA	–	–	–	–	–	–	–
KISHWAUKEE	–	–	–	–	–	–	–
REND LAKE	1	28,237	28,237	28,237	28,237	28,237	28,237
SAUK VALLEY	1	46,665	46,665	46,665	46,665	46,665	46,665
ILLINOIS EASTERN	15	26,003	36,154	36,154	36,154	36,879	35,557
ILLINOIS VALLEY	2	27,352	27,352	38,180	49,007	49,007	38,180
KANKAKEE	–	–	–	–	–	–	–
LAKE LAND	–	–	–	–	–	–	–
LEWIS & CLARK	–	–	–	–	–	–	–
LOGAN	–	–	–	–	–	–	–
MC HENRY	–	–	–	–	–	–	–
BELLEVILLE	6	41,696	45,437	48,844	60,674	76,724	53,703
BLACK HAWK	3	38,987	38,987	44,784	50,313	50,313	44,695
HEARTLAND	26	28,080	31,380	33,473	37,693	46,233	34,680
ILLINOIS CENTRAL	–	–	–	–	–	–	–
LINCOLN LAND	–	–	–	–	–	–	–
PARKLAND	1	58,774	58,774	58,774	58,774	58,774	58,774
RICHLAND	–	–	–	–	–	–	–
ROCK VALLEY	7	28,201	29,772	31,200	32,078	32,701	30,856
ELGIN	–	–	–	–	–	–	–
MORTON	–	–	–	–	–	–	–
PRAIRIE STATE	–	–	–	–	–	–	–
SOUTH SUBURBAN	–	–	–	–	–	–	–
WAUBONSEE	–	–	–	–	–	–	–
CHICAGO	–	–	–	–	–	–	–
DUPAGE	–	–	–	–	–	–	–
HARPER	–	–	–	–	–	–	–
JOLIET	–	–	–	–	–	–	–
LAKE COUNTY	–	–	–	–	–	–	–
MORAINE VALLEY	1	69,968	69,968	69,968	69,968	69,968	69,968
OAKTON	–	–	–	–	–	–	–
TRITON	–	–	–	–	–	–	–
TOTALS/AVERAGES	117	$36,133	$37,942	$39,868	$42,532	$45,172	$34,697
Lowest Low/Highest High		$22,400				$76,724	

– = Not Applicable
SCURCE OF DATA: Salary Submission (C1)

Section II

FISCAL YEAR 1995 PART-TIME FACULTY SALARY RATES AND FULL-TIME FACULTY OVERLOAD AND SUMMER TERM RATES AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 4 summarizes part-time faculty and full-time faculty overload and summer term salary rates in Illinois public community colleges during fiscal year 1995.

Table 5 presents the average part-time faculty salary rates per semester credit hour and full-time faculty overload rates by each community college district. The first column shows the part-time faculty rate per course credit hour. This rate is the amount paid to part-time teachers who might, for example, teach a night class at an extension center. The second column shows the overload rate for full-time faculty for the academic year. This rate represents the amount paid to full-time faculty for teaching courses above the full-time load during the academic year. Often this is compensation for teaching an extra night class or for teaching an additional class in the daytime. The third column reflects the amount received by full-time faculty members for teaching a class during the summer term. Community colleges have many different bases for determining part-time faculty rates as well as overload rates. Some colleges pay a flat rate per course or a flat rate per term, other colleges base their rates on contact hours or credit hours, and still others pay an hourly rate. In addition, the overload rates for full-time faculty are based on a percentage of that faculty member's actual salary at some colleges.

Table 4

STATE SUMMARY OF FISCAL YEAR 1995 PART-TIME FACULTY RATES PER COURSE CREDIT HOUR AND FULL-TIME FACULTY OVERLOAD AND SUMMER TERM SALARY RATES AT ILLINOIS PUBLIC COMMUNITY COLLEGES

	Lowest	Average	Highest
Part-time Faculty Rates	$236	$353	$ 533
Overload Rates (Full-time Faculty)	$236	$496	$1,250
Summer Term Rates (Full-time Faculty)	$300	$577	$1,267

Illinois Community College Board

Table 5

FISCAL YEAR 1995 AVERAGE PART-TIME FACULTY SALARY RATES
AND FULL-TIME FACULTY OVERLOAD AND SUMMER TERM RATES
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

DISTRICT/COLLEGE	Part-time Faculty Rate Per Course Credit Hour	Full-time Faculty Rate Per Course Credit	
		Overload Rate for Academic Year	Rate for Summer Term
SANDBURG	318	329	448
SHAWNEE	288	400	300
SOUTHEASTERN	270	450	500
SPOON RIVER	262	1,250	1,125
STATE COMM. COLL.	350	425	425
WOOD	375	375	375
DANVILLE	325	375	405
HIGHLAND	293	665	665
KASKASKIA	270	407	407
KISHWAUKEE	250	650	620
REND LAKE	317	725	725
SAUK VALLEY	300	325	400
ILLINOIS EASTERN	236	236	375
ILLINOIS VALLEY	429	350	475
KANKAKEE	350	471	439
LAKE LAND	360	385	385
LEWIS & CLARK	370	385	385
LOGAN	356	448	536
MC HENRY	350	350	350
BELLEVILLE	370	697	684
BLACK HAWK	DNS	DNS	DNS
HEARTLAND	400	--	400
ILLINOIS CENTRAL	370	550	1,206
LINCOLN LAND	366	607	668
PARKLAND	485	485	665
RICHLAND	404	471	684
ROCK VALLEY	416	491	614
ELGIN	400	450	550
MORTON	336	336	336
PRAIRIE STATE	300	350	300
SOUTH SUBURBAN	310	753	753
WAUBONSEE	365	480	547
CHICAGO	DNA	*	*
DUPAGE	446	464	1,267
HARPER	470	510	675
JOLIET	344	409	436
LAKE COUNTY	420	465	465
MORAINE VALLEY	300	775	1,085
OAKTON	533	500	500
TRITON	324	554	759
TOTALS/AVERAGES	$353	$496	$577

DNA=Data Not Available
DNS=Data Not Submitted
*Calculated as a percentage of base salary
SOURCE OF DATA: Salary Submission (C2)

Section III

SALARIES BASED ON FISCAL YEAR 1995 SALARY SCHEDULES FOR FULL-TIME FACULTY WITH A MASTER'S DEGREE AT ILLINOIS PUBLIC COMMUNITY COLLEGES

A summary of fiscal year 1995 salary schedule ranges and averages for master's degree faculty is shown in Table 6.

Table 7 provides the fiscal year 1995 salary schedule salaries at each community college in Illinois. These salaries are based on the salary schedules at the colleges and not on the actual salaries paid.

Table 6

SUMMARY OF FISCAL YEAR 1995 SALARY SCHEDULE SALARIES FOR FULL-TIME FACULTY MEMBERS WITH A MASTER'S DEGREE AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Base Salary Schedule Categories	District Range Low	District Range High	State Average
Master's Degree, Plus Zero Hours (No Experience)	$18,300	$32,576	$26,064
Master's Degree, Plus Zero Hours (5 Years Experience)	$25,149	$40,356	$30,918
Master's Degree, Maximum Hours (5 Years Experience)	$28,540	$49,994	$36,868
Master's Degree, Maximum Hours (Maximum Experience/Highest Salary)	$33,500	$78,736	$57,514

Table 7

SALARIES BASED ON SALARY SCHEDULES FOR FULL-TIME TEACHING FACULTY
WITH MASTERS DEGREES
AT ILLINOIS PUBLIC COMMUNITY COLLEGES FOR FISCAL YEAR 1995

District/College	Base Salary Master's Degree 0 Hours 0 Years Exp.	Base Salary Master's Degree 0 Hours 5 Years Exp.	Base Salary Master's Degree Max. Hours 5 Years Exp.	Highest Salary Master's Degree Max. Hours Max. Exp.
SANDBURG	--	--	--	48,532
SHAWNEE	25,850	29,265	33,465	49,174
SOUTHEASTERN	26,280	29,786	33,602	49,254
SPOON RIVER	22,321	26,889	32,599	45,162
STATE COMM. COLL.	18,300	DNS	DNS	34,600
WOOD	-	--	--	--
DANVILLE	25,000	--	--	47,450
HIGHLAND	26,618	32,288	39,661	53,209
KASKASKIA	21,721	25,876	31,757	51,964
KISHWAUKEE	--	--	--	--
REND LAKE	27,005	29,815	35,030	48,662
SAUK VALLEY	21,923	25,149	36,799	51,161
ILLINOIS EASTERN	20,785	--	--	43,722
ILLINOIS VALLEY	26,948	29,227	34,580	49,007
KANKAKEE	23,489	27,897	33,941	54,940
LAKE LAND	24,961	27,586	28,540	--
LEWIS & CLARK	28,421	30,882	33,556	51,868
LOGAN	27,897	31,772	36,287	54,045
MC HENRY	26,650	33,046	43,440	64,227
BELLEVILLE	30,164	33,304	36,327	51,351
BLACK HAWK	DNS	DNS	DNS	DNS
HEARTLAND	--	--	--	--
ILLINOIS CENTRAL	24,605	--	--	56,925
LINCOLN LAND	23,491	27,481	31,813	52,971
PARKLAND	26,500	28,000	31,000	33,500
RICHLAND	23,389	28,067	33,914	47,947
ROCK VALLEY	27,576	32,112	36,648	55,926
ELGIN	27,175	33,289	45,370	65,371
MORTON	31,042	37,591	41,364	58,329
PRAIRIE STATE	23,582	28,218	34,164	58,558
SOUTH SUBURBAN	27,844	34,287	42,518	64,464
WAUBONSEE	30,027	34,729	40,313	55,783
CHICAGO	26,070	31,088	34,508	78,736
DUPAGE	25,900	33,670	42,088	66,693
HARPER	28,720	31,566	43,522	73,408
JOLIET	30,503	33,097	33,097	62,154
LAKE COUNTY	32,576	40,356	49,994	70,641
MORAINE VALLEY	24,862	28,194	31,817	69,968
OAKTON	28,102	30,814	40,391	71,728
TRITON	25,955	33,126	40,814	63,849
AVERAGES	$26,064	$30,918	$36,868	$57,514

-- = Not Applicable
DNS=Data Not Submitted
SOURCE OF DATA: Salary Submission (C2)

Section IV

INSTITUTIONAL POLICIES RELATED TO FACULTY SALARIES AND FACULTY CONTRACTS AT ILLINOIS PUBLIC COMMUNITY COLLEGES FISCAL YEAR 1995

Table 8 summarizes the institutional policies related to faculty salaries and faculty contracts at each public community college district in Illinois. These policies often have a considerable impact on the salaries presented elsewhere in this report. The average number of weekly class contact hours per full-time instructional faculty, for example, has a bearing on the number of faculty that an institution must have to meet its needs. The length of a full-time academic year contract also has a bearing on academic year salary for full-time faculty. Table 9 shows these institutional policies for each college. Thirty-six public community college districts reported that they have master contracts with the faculty.

In addition to the class contact hours, office hours, and academic advising hours, faculty members spend much time in grading papers, preparing class presentations, working on curriculum development, and serving on college committees. Accordingly, although the state average number of required weekly hours for the faculty does not total 40 hours, most faculty members spend over 40 hours per week on their full-time assignments.

Table 8

SUMMARY OF INSTITUTIONAL POLICIES RELATED TO FACULTY SALARIES AND CONTRACTS AT ILLINOIS PUBLIC COMMUNITY COLLEGES FISCAL YEAR 1995

	Range		State Average
	Low	High	
Average Yearly Credit Hours Required for Full-time Teaching Faculty (Semester Hours)	25	33	30
Average Weekly Class Contact Hours Required for Full-time Teaching Faculty	9	20	16
Average Weekly Office/Academic Advising Hours	4	15	7
Length of Full-time Faculty Academic Year Contract in Weeks	30	52	35

Illinois Community College Board

Table 5

INSTITUTIONAL POLICIES RELATED TO FACULTY SALARIES AND CONTRACTS AT ILLINOIS PUBLIC COMMUNITY COLLEGES - FISCAL YEAR 1996

District/College	Ave. Yearly Semester Hours	Ave. Weekly Class Contact Hours	Ave. Weekly Office/ Adv. Hours	Length of Academic Year	Master Contract	Multiple Year Contract	Number of Years in Contract	Full-Time Faculty Salary Schedule	Collective Bargaining	Recognized College Negotiating Body
SANDBURG	30	15	5	32	Yes	Yes	3	Yes	Yes	IEA/NEA
SHAWNEE	30	15	10	39	Yes	Yes	3	Yes	Yes	IEA/NEA
SOUTHEASTERN	30	15	15	39	Yes	Yes	2	Yes	Yes	IEA/NEA
SPOON RIVER	30	18	8	34	Yes	Yes	2	Yes	Yes	IEA/NEA
STATE COMM. COLL.	30	9	5	Yes	Yes	Yes	2	Yes	DNS	IFT/AFT
WOOD	33	14	10	52	No	–	–	No	No	–
DANVILLE	30	20	10	35	Yes	Yes	2	Yes	Yes	IEA/NEA
HIGHLAND	30	16	5	36	Yes	Yes	3	Yes	Yes	IFT/AFT
KASKASKIA	30	20	5	32	Yes	No	–	Yes	Yes	IFT/AFT
KISHWAUKEE	31	17	5	34	Yes	Yes	3	No	Yes	IFT/AFT
REND LAKE	31	18	5	36	Yes	Yes	2	Yes	Yes	IFT/AFT
SAUK VALLEY	30	15	7	35	Yes	Yes	2	Yes	Yes	IEA/NEA
ILLINOIS EASTERN	30	DNA	5	39	Yes	Yes	3	No	Yes	IEA/NEA
ILLINOIS VALLEY	30	15	10	36	Yes	Yes	3	Yes	Yes	IFT/AFT
KANKAKEE	30	15	8	40	Yes	Yes	3	Yes	Yes	IFT/AFT
LAKE LAND	30	15	5	35	Yes	Yes	3	Yes	Yes	IFT/AFT
LEWIS & CLARK	30	15	10	32	Yes	Yes	3	Yes	Yes	IEA/NEA
LOGAN	30	15	10	39	Yes	Yes	3	Yes	Yes	IEA/NEA
MC HENRY	30	20	5	30	Yes	Yes	2	Yes	Yes	IEA/NEA
BELLEVILLE	30	15	10	36	Yes	Yes	3	Yes	Yes	IFT/AFT, AAUP
BLACK HAWK	DNS	DNS	DNS	DNS	DNS	DNS	DNS	DNS	DNS	DNS
HEARTLAND	30	15	10	32	No	–	–	No	No	–
ILLINOIS CENTRAL	30	15	5	32	Yes	Yes	3	No	Yes	Faculty Assn.
LINCOLN LAND	25	16	6	34	Yes	Yes	3	Yes	Yes	IFT/AFT
PARKLAND	31	15	5	32	Yes	Yes	3	Yes	Yes	Faculty Assn.
RICHLAND	30	17	5	32	Yes	Yes	2	Yes	Yes	IFT/AFT
ROCK VALLEY	DNA	15	10	39	No	–	–	Yes	No	–
ELGIN	31	15	10	36	Yes	Yes	2	Yes	Yes	IFT/AFT
MORTON	30	15	5	36	Yes	Yes	3	Yes	Yes	IFT/AFT
PRAIRIE STATE	30	15	5	34	Yes	Yes	2	Yes	Yes	IFT/AFT
SOUTH SUBURBAN	30	15	5	36	Yes	Yes	2	Yes	Yes	IFT/AFT
WAUBONSEE	30	16	5	36	Yes	Yes	2	Yes	Yes	IFT/AFT
CHICAGO	25	12	4	36	Yes	Yes	4	Yes	Yes	IFT/AFT
DUPAGE	30	15	10	39	Yes	Yes	3	Yes	Yes	IEA/NEA
HARPER	30	15	10	32	Yes	Yes	3	Yes	Yes	IFT/AFT
JOLIET	30	17	7	44	Yes	Yes	3	Yes	Yes	IFT/AFT
LAKE COUNTY	30	15	10	34	Yes	Yes	3	Yes	Yes	IFT/AFT
MORAINE VALLEY	30	DNA	4	34	Yes	Yes	3	Yes	Yes	IFT/AFT
OAKTON	30	15	10	32	Yes	Yes	3	Yes	Yes	IEA/NEA
TRITON	30	DNA	5	30	Yes	Yes	2	Yes	Yes	IFT/AFT
TOTALS/AVERAGES	30	16	7	36	N=3 Y= 38	N= 1 Y=35 NA= 3	1= 0 2=13 3=21 4=1	N= 5 Y=34	N= 3 Y=35	IEA/NEA=12 IFT/AFT=22 Fac. Assn.= 2 NA= 3

DNA=Data Not Available
DNS=Data Not Submitted
SOURCE OF DATA: Salary Submission (C2)

BEST COPY AVAILABLE

Section V

FISCAL YEAR 1995 CONTRACTUAL BASE SALARIES FOR OTHER (NONTEACHING) PROFESSIONAL STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 10 summarizes the range of fiscal year 1995 salaries for other professional staff in Illinois public community colleges. Tables 11 and 12 identify the number of staff and the lowest, average, highest, and median contractual base salaries paid to full-time other (nonteaching) professionals (9-month and 12-month) at each community college in Illinois. Other (nonteaching) professional staff include professional/technical, academic support, and supervisory staff. Professional/technical staff have specialized skills but do not directly support the teaching and learning process. Academic support staff exercise professional judgement and discretion and directly support the teaching and learning process. Supervisory staff have the duty, responsibility, or authority to recommend the employment, transfer, suspension, dismissal, promotion, assignment, reward, or discipline of other staff individuals both full- and part-time.

The lowest and highest salaries represent the lowest and highest base salaries actually paid to full-time other (nonteaching) professionals at each of the community colleges. The average salaries represent the weighted average of all full-time other (nonteaching) professional salaries at each college. The median salaries represent the salary received by the person in the middle of the range at each college. The weighted state average salary of other (nonteaching) professional staff with 9-month contracts was $46,734. For other (nonteaching) professional staff with 12-month contracts, the weighted state average salary was $31,246.

Table 10

SUMMARY OF FISCAL YEAR 1995 ACADEMIC YEAR CONTRACTUAL BASE SALARIES PAID TO OTHER (NONTEACHING) PROFESSIONALS AT ILLINOIS PUBLIC COMMUNITY COLLEGES

	District Range		State
	Low -	High	Average
Lowest Salaries (9 month)	$11,729	$51,867	$29,128
Lowest Salaries (12 month)	$10,400	$25,023	$17,551
Average Salaries (9 month)	$17,627	$60,457	$46,734*
Average Salaries (12 month)	$22,288	$40,356	$31,246*
Highest Salaries (9 month)	$18,878	$86,386	$53,245
Highest Salaries (12 month)	$30,576	$70,867	$50,847
Median Salaries (9 month)	$12,372	$70,641	$41,037
Median Salaries (12 month)	$22,848	$39,429	$28,728

*Weighted

Illinois Community College Board

Table 11

FISCAL YEAR 1995 CONTRACTUAL BASE SALARIES FOR OTHER (NON-TEACHING) PROFESSIONAL STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES (9 MONTHS)

		RANGE OF SALARIES					
DISTRICT/COLLEGE	NUMBER OF STAFF	LOW	25TH %TILE	MEDIAN	75TH %TILE	HIGH	AVERAGE
SANDBURG	4	11,729	11,729	12,372	23,525	34,036	17,627
SHAWNEE	–	–	–	–	–	–	–
SOUTHEASTERN	4	14,500	20,508	28,968	31,655	31,889	26,081
SPOON RIVER	1	37,168	37,168	37,168	37,168	37,168	37,168
STATE COMM. COLL.	–	–	–	–	–	–	–
WOOD	–	–	–	–	–	–	–
DANVILLE	2	33,953	33,953	37,336	40,718	40,718	37,336
HIGHLAND	–	–	–	–	–	–	–
KASKASKIA	5	30,870	31,701	35,865	50,036	51,964	40,087
KISHWAUKEE	2	19,300	19,300	19,650	20,000	20,000	19,650
REND LAKE	7	14,420	16,480	18,390	32,168	32,387	22,281
SAUK VALLEY	4	14,941	22,257	31,960	35,075	35,802	28,666
ILLINOIS EASTERN	2	16,426	16,426	17,652	18,878	18,878	17,652
ILLINOIS VALLEY	3	49,007	49,007	49,007	49,007	49,007	49,007
KANKAKEE	–	–	–	–	–	–	–
LAKE LAND	13	23,007	25,625	26,163	28,976	55,959	32,180
LEWIS & CLARK	–	–	–	–	–	–	–
LOGAN	–	–	–	–	–	–	–
MC HENRY	9	29,848	41,574	51,434	53,033	54,632	46,637
BELLEVILLE	4	33,304	41,381	50,860	52,543	52,823	46,962
BLACK HAWK	5	12,812	23,169	24,818	33,339	37,549	26,337
HEARTLAND	–	–	–	–	–	–	–
ILLINOIS CENTRAL	2	32,465	32,465	42,948	53,430	53,430	42,948
LINCOLN LAND	2	45,759	45,759	49,365	52,971	52,971	49,365
PARKLAND	10	22,417	24,463	35,401	53,494	55,229	37,417
RICHLAND	–	–	–	–	–	–	–
ROCK VALLEY	6	46,854	49,122	57,458	64,660	64,660	56,702
ELGIN	12	35,000	45,106	55,010	67,605	86,386	57,181
MORTON	3	51,867	51,867	58,329	58,529	58,529	56,242
PRAIRIE STATE	5	43,431	45,950	51,985	56,518	58,558	51,288
SOUTH SUBURBAN	13	28,442	36,557	40,497	58,107	61,750	45,455
WAUBONSEE	5	33,877	33,877	36,433	47,565	48,048	39,960
CHICAGO	71	26,070	40,340	52,983	62,161	68,997	50,673
DUPAGE	27	33,670	46,102	58,923	65,398	66,693	54,588
HARPER	28	26,272	33,097	38,813	64,187	73,408	47,464
JOLIET	10	34,329	39,605	40,689	58,165	79,563	48,388
LAKE COUNTY	22	18,647	42,575	70,641	70,641	74,526	57,391
MORAINE VALLEY	25	19,447	29,948	36,210	43,896	59,458	38,961
OAKTON	21	35,871	55,447	61,707	67,035	71,728	60,457
TRITON	14	27,253	33,576	43,112	51,270	63,849	43,390
TOTAL/AVERAGES	341	$29,128	$34,714	$41,037	$48,444	$53,245	$46,734
Lowest Low/Highest High		$11,729				$86,386	

– = Not Applicable

SOURCE OF DATA: Salary Submission (C1)

Illinois Community College Board

Table 12

FISCAL YEAR 1995 CONTRACTUAL BASE SALARIES FOR OTHER (NON-TEACHING) PROFESSIONAL STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES (12 MONTHS)

DISTRICT/COLLEGE	NUMBER OF STAFF	RANGE OF SALARIES LOW	25TH %TILE	MEDIAN	75TH %TILE	HIGH	AVERAGE
SANDBURG	41	15,546	18,934	22,848	26,773	36,106	23,805
SHAWNEE	25	20,772	24,700	28,264	33,236	40,798	29,013
SOUTHEASTERN	16	18,545	26,981	30,338	37,648	46,000	32,431
SPOON RIVER	16	21,100	24,803	26,375	30,862	42,175	27,962
STATE COMM. COLL.	18	18,074	22,713	30,853	37,874	50,100	31,450
WOOD	41	14,560	21,581	27,545	32,444	52,738	27,796
DANVILLE	33	19,200	21,114	22,930	26,426	34,400	24,217
HIGHLAND	20	19,570	21,673	23,328	27,227	36,230	23,582
KASKASKIA	–	–	–	–	–	–	–
KISHWAUKEE	42	12,667	20,732	24,005	30,255	47,300	26,024
REND LAKE	27	12,000	24,000	26,185	31,784	59,427	27,893
SAUK VALLEY	14	23,428	27,793	30,049	37,860	52,550	33,058
ILLINOIS EASTERN	44	15,000	25,221	29,326	33,106	54,527	30,150
ILLINOIS VALLEY	21	17,644	26,500	28,600	32,760	38,587	29,221
KANKAKEE	41	14,004	21,816	24,759	26,436	41,604	24,602
LAKE LAND	41	14,707	19,903	23,045	28,951	45,130	24,817
LEWIS & CLARK	69	14,759	20,800	24,079	28,605	53,661	25,987
LOGAN	60	13,222	22,714	27,228	33,393	61,941	29,111
MC HENRY	35	17,589	25,542	28,207	32,591	43,647	29,170
BELLEVILLE	59	20,700	24,280	29,326	36,000	70,867	32,701
BLACK HAWK	76	15,844	28,237	32,954	38,597	53,393	33,004
HEARTLAND	14	21,500	25,725	29,811	32,825	33,950	29,420
ILLINOIS CENTRAL	97	14,924	21,580	28,044	39,515	60,265	31,501
LINCOLN LAND	47	12,253	21,000	25,725	31,500	49,481	26,268
PARKLAND	74	14,189	25,188	29,372	35,302	59,335	30,065
RICHLAND	28	17,200	22,985	28,607	39,136	58,973	32,108
ROCK VALLEY	21	25,023	35,842	39,429	45,025	53,897	40,356
ELGIN	49	23,824	30,917	36,828	43,400	67,225	38,193
MORTON	30	16,330	21,270	25,515	27,372	48,773	26,965
PRAIRIE STATE	35	10,400	20,507	22,886	25,109	30,576	22,288
SOUTH SUBURBAN	36	18,054	21,118	24,019	33,462	45,800	27,316
WAUBONSEE	44	18,636	24,500	29,550	34,875	48,617	30,018
CHICAGO	271	14,848	27,638	32,868	39,707	69,000	33,448
DUPAGE	150	19,731	30,025	33,846	40,736	63,349	35,765
HARPER	92	21,564	34,194	38,902	45,570	57,380	38,272
JOLIET	22	17,633	23,557	26,983	29,293	37,925	26,998
LAKE COUNTY	61	20,201	23,950	27,544	31,727	61,127	28,838
MORAINE VALLEY	99	15,080	22,722	26,641	36,647	57,881	30,076
OAKTON	77	22,161	30,533	34,411	41,075	58,108	35,748
TRITON	85	22,000	35,096	39,155	44,356	60,178	39,081
TOTALS/AVERAGES	2,071	$17,551	$24,830	$28,728	$34,345	$50,847	$31,246
Lowest Low/Highest High		$10,400				$70,867	

– = Not Applicable

SOURCE OF DATA: Salary Submission (C1)

Section VI

FISCAL YEAR 1995 CONTRACTUAL BASE SALARIES FOR ADMINISTRATIVE STAFF (12 MONTHS) AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 13 summarizes the range of administrative staff contractual salaries for fiscal year 1995. The weighted average administrative staff salary ranged from a low of $38,413 to a high of $75,079. Table 14 provides the number of administrative staff; lowest, average, and highest fiscal year 1995 salaries; and the median fiscal year 1995 salaries of administrative staff for each district reporting data. Administrative staff are line officers of the college who manage, conduct, and administer programs, staff, and operations of the board of trustees. Academic administrators and general administrative personal are included. Administrative staff includes positions similar to those shown in Table 15.

Some colleges may classify some of these administrative positions as faculty or other (nonteaching) professional staff. However, for the sake of comparison, they were asked to report them as administrative staff regardless of how they were classified at the college.

The statewide weighted average administrative salary for fiscal year 1995 was $54,761. The lowest reported administrative salary was $15,785 and the highest was $162,500. Administrative salaries are based on 12 months.

Table 13

SUMMARY OF FISCAL YEAR 1995 CONTRACTUAL SALARIES (12 MONTHS) PAID TO ADMINISTRATIVE STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES

	District Range		State Average
	Low	High	
Lowest Administrative Salaries	$15,785	$ 52,376	$31,420
Average Administrative Salaries	$38,413	$ 75,079	$54,761*
Highest Administrative Salaries	$70,000	$162,500	$99,858
Median Administrative Salaries	$33,734	$ 73,153	$50,914

*Weighted

Illinois Community College Board

Table 14

FISCAL YEAR 1995 CONTRACTUAL BASE SALARIES FOR ADMINISTRATIVE STAFF
AT ILLINOIS PUBLIC COMMUNITY COLLEGES BY PEER GROUP

		RANGE OF SALARIES					
DISTRICT/COLLEGE	NUMBER OF STAFF	LOW	25TH %TILE	MEDIAN	75TH %TILE	HIGH	AVERAGE
SANDBURG	18	27,000	30,337	45,607	55,382	83,764	44,893
SHAWNEE	14	20,000	34,188	37,890	48,680	91,785	43,943
SOUTHEASTERN	14	26,100	36,690	42,983	57,317	80,000	47,655
SPOON RIVER	14	25,750	36,032	43,176	56,979	78,700	45,819
STATE COMM. COLL.	13	31,827	38,225	40,000	45,518	70,000	43,287
WOOD	13	32,878	36,657	38,063	60,891	96,025	49,573
DANVILLE	33	19,320	28,480	38,480	50,000	99,705	42,089
HIGHLAND	17	28,263	40,000	45,869	55,000	84,000	47,859
KASKASKIA	30	15,785	26,616	33,734	49,498	80,000	38,413
KISHWAUKEE	17	29,677	36,300	52,500	66,500	105,800	54,208
REND LAKE	24	29,061	37,436	45,637	57,374	77,500	47,596
SAUK VALLEY	16	28,265	36,762	48,669	59,448	95,886	50,740
ILLINOIS EASTERN	28	24,000	29,489	36,750	55,735	84,000	44,254
ILLINOIS VALLEY	20	22,637	41,288	43,692	60,886	93,460	50,272
KANKAKEE	45	22,500	30,864	43,630	52,337	85,639	43,266
LAKE LAND	18	27,370	39,347	45,836	67,903	85,449	51,827
LEWIS & CLARK	24	29,120	39,095	50,199	57,619	94,567	49,757
LOGAN	25	26,792	45,092	53,262	68,030	92,633	55,035
MC HENRY	30	38,098	45,892	52,735	64,921	103,194	56,517
BELLEVILLE	32	29,326	43,902	56,766	68,902	98,789	56,399
BLACK HAWK	23	41,507	48,145	60,352	65,231	93,600	60,245
HEARTLAND	12	41,345	45,613	50,548	68,965	99,500	57,562
ILLINOIS CENTRAL	36	32,439	51,317	63,630	72,855	107,870	61,363
LINCOLN LAND	36	23,046	39,900	46,256	61,356	95,362	50,367
PARKLAND	33	35,700	49,000	58,830	66,059	106,612	59,665
RICHLAND	16	36,750	48,734	58,346	62,177	96,186	57,422
ROCK VALLEY	50	25,781	36,507	46,543	55,199	109,440	48,375
ELGIN	30	41,100	47,713	57,000	72,300	111,650	61,070
MORTON	14	46,470	51,330	62,330	78,840	103,726	65,466
PRAIRIE STATE	30	24,871	31,129	40,931	53,763	97,250	44,529
SOUTH SUBURBAN	33	31,500	49,578	56,208	72,249	101,850	60,528
WAUBONSEE	24	37,400	43,650	50,200	68,500	110,000	57,265
CHICAGO	195	29,000	45,320	54,906	64,247	162,500	57,574
DUPAGE	48	48,645	61,938	72,859	80,872	115,000	72,172
HARPER	31	49,682	62,400	69,819	76,962	120,504	71,655
JOLIET	58	27,434	34,500	38,913	50,482	109,786	45,730
LAKE COUNTY	54	32,275	42,941	57,629	76,633	126,022	60,347
MORAINE VALLEY	22	25,704	41,901	61,255	72,780	124,634	60,973
OAKTON	29	52,376	61,596	73,153	83,149	116,440	75,079
TRITON	24	40,000	52,359	61,375	70,479	105,500	62,491
TOTALS/AVERAGES	1,243	$31,420	$41,957	$50,914	$63,300	$99,858	$54,761
Lowest Low/Highest High		$15,785				$162,500	

SOURCE OF DATA: Salary Submission (C1)

Section VII

SALARIES PAID TO SELECTED ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1995

A summary of the fiscal year 1995 contractual base salaries paid to selected administrators in Illinois public community colleges appears in Table 15. Table 16 shows the contractual base salaries paid to selected administrators in each of the public community colleges in Illinois during fiscal year 1995. The chief executive officer of the district is either a chancellor or a president and has overall administrative responsibilities for the district. The chief campus administrator reports directly to the chief executive officer of the district and has overall administrative responsibility for the college. Examples of chief campus administrators are the presidents or provosts at multicampus institutions and executive vice presidents for internal affairs at single campus colleges.

Due to the various administrative organizations which exist at the colleges, a particular position may not exist at some colleges. An analysis of the entire administrative structure must be made before making comparisons between similar positions at two different colleges. A number of factors should be taken into account when comparing persons in similar positions at two colleges such as the college size/number of full-time equivalent students, number of staff supervised, cost of living in a given region of the state, etc.

Table 15

SUMMARY OF FISCAL YEAR 1995 SALARIES PAID TO ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Administrative Position	District Range Low	District Range High	State* Average
Executive of the District	$70,000	$162,500	$99,858
Campus Administrator	$66,508	$105,260	$87,912
Finance Officer	$36,750	$101,948	$75,113
Academic Officer	$55,735	$101,948	$75,453
Student Services Officer	$35,359	$ 90,744	$63,272
Bacc. (Arts & Sci.)/Univ. Parallel Officer	$44,725	$ 80,872	$65,286
Occupational/Career Education Officer	$45,000	$ 83,497	$60,382
Cont. Ed. Officer (Comm. Ed./Comm. Serv.)	$28,805	$ 80,872	$56,300
Director of Data Processing	$32,936	$ 88,701	$59,036
Director of Research & Planning	$23,930	$ 83,149	$51,387
Admissions and Records Officer	$22,554	$ 80,872	$48,855
Director of Counseling	$34,240	$ 77,387	$53,523
Director of Financial Aid	$26,100	$ 60,779	$43,657
Director of Job Placement	$27,363	$ 58,919	$38,633
Director of Student Activities	$24,413	$ 76,633	$44,160
Director of Library/LRC	$27,312	$ 83,652	$52,583
Development/Grants Officer	$35,619	$ 79,400	$51,431
Public Relations Officer	$20,160	$ 73,898	$45,202
Director of Personnel	$27,370	$ 81,490	$57,158
Director of Business Services	$28,152	$ 82,189	$53,257
Director of Physical Facilities/Grounds	$28,309	$ 74,035	$54,647
Director of Adult Education	$32,783	$ 80,872	$49,889
Director of Athletics	$25,750	$ 67,821	$47,984
Controller	$30,770	$ 72,249	$48,721

*Weighted

Illinois Community College Board

Table 16

SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1995

DISTRICT/COLLEGE	Executive Officer			Campus Administrator			Finance Officer			Academic Officer			Student Services Officer			Dean Bacc Education		
	Annual Salary	#	Admin. Level	Annual Salary	#	Admin. Level	Annual Salary	#	Admin. Level	Annual Salary	#	Admin. Level	Annual Salary	#	Admin. Level	Annual Salary	#	Admin. Level
SANDBURG	83,764	1	1				60,410	1	2				61,929	1	2			
SHAWNEE	91,785	1	1							60,421	1	4	60,421	1	4			
SOUTHEASTERN	80,000	1	1				67,116	1	2	71,559	1	2	46,772	1	3			
SPOON RIVER	78,700	1	1				58,520	1	2	61,729	1	2	42,160	1	3			
STATE COMM COLL.	70,000	1	1							58,500	1	4						
WOOD	96,025	1	1				60,891	1	4	65,034	1	4	61,541	1	4			
DANVILLE	99,705	1	1				70,217	1	2	72,987	1	2	52,572	1	4			
HIGHLAND	84,000	1	1				55,000	1	2	58,300	1	2	56,445	1	2	55,306	2	3
KASKASKIA	80,000	1	1				67,385	1	2	63,767	1	2	54,648	1	4			
KISHWAUKEE	105,800	1	1	80,000	1	2	52,500	1	4	66,600	1	3	60,375	1	4	44,725	2	4
REND LAKE	77,500	1	1				60,921	1	3	66,895	1	2	58,710	1	3			
SAUK VALLEY	95,886	1	1							69,233	1	2	66,952	1	2	56,961	1	3
ILLINOIS EASTERN	84,000	1	1	71,049	3	2				55,735	2	3	35,359	2	3			
ILLINOIS VALLEY	93,460	1	1				75,009	1	2	72,604	1	2	60,867	1	2			
KANKAKEE	85,639	1	1				70,893	1	2	70,946	1	2	61,752	1	2			
LAKE LAND	85,449	1	1				67,903	1	2	81,483	1	2	67,903	1	2			
LEWIS & CLARK	94,567	1	1	68,699	1	2	59,276	1	4	70,444	1	2	59,200	1	2			
LOGAN	92,633	1	1	75,264	1	2	79,387	1	2	73,300	1	2	56,788	1	4			
MC HENRY	103,194	1	1				73,866	1	2	75,066	1	2	69,823	1	3			
BELLEVILLE	98,789	1	1	72,361	1	2	82,679	1	2	74,752	1	2	64,428	1	2	65,804	2	4
BLACK HAWK	93,600	1	1	66,508	1	2	68,791	1	2	78,216	1	2	61,576	1	3	64,274	1	3
HEARTLAND	99,500	1	1				73,500	1	2	73,800	1	2	64,430	1	3			
ILLINOIS CENTRAL	107,870	1	1				80,655	1	2	80,655	1	2				75,505	1	4
LINCOLN LAND	95,362	1	1							76,000	1	2	71,949	1	2	64,359	1	4
PARKLAND	106,612	1	1				81,216	1	2	85,500	1	2	65,000	1	3			
RICHLAND	96,186	1	1				36,750	1	3	75,146	1	3	62,755	1	3			
ROCK VALLEY	109,440	1	1	84,096	1	2							60,986	1	3	74,084	1	3
ELGIN	111,650	1	1				86,400	1	2				71,300	1	4			
MORTON	103,726	1	1				82,200	1	2	81,150	1	2	78,840	1	2	62,870	1	4
PRAIRIE STATE	97,250	1	1				80,084	1	2	71,113	1	2				60,236	1	3
SOUTH SUBURBAN	101,850	1	1	80,252	1	2				84,357	1	2	82,104	1	2	79,540	1	4
WAUBONSEE	110,000	1	1				83,000	1	2	90,300	1	2	56,400	1	3			
CHICAGO	162,500	1	1	105,260	8	2	85,016	2	2-3	78,676	9	2	64,150	8	3-4	66,632	7	3-4
DUPAGE	115,000	1	1				93,445	1	2	86,979	1	3	66,059	1	4	80,872	1	4
HARPER	120,504	1	1				100,984	1	2	99,930	1	2						
JOLIET	109,786	1	1				75,800	1	2	81,265	1	2	78,078	1	2			
LAKE COUNTY	126,022	1	1				91,719	1	2	90,837	1	2	85,332	1	3	79,448	1	3
MORAINE VALLEY	124,634	1	1				96,444	1	2				80,147	1	2	67,141	1	4
OAKTON	116,440	1	1				101,948	1	2	101,948	1	2	90,744	1	2			
TRITON	105,500	1	1				88,912	1	2	85,000	1	2	61,079	1	4	68,754	1	4
Number of Persons	40			18			34			45			44			25		
Averages	99,858			87,912			75,113			75,453			63,272			65,286		

Illinois Community College Board

Table 16

SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1995

DISTRICT/COLLEGE	Dean Occ/Career Education			Dean Continuing Education			Dir Info. Tech./Data Proc			Dir Research & Planning			Dir Admissions/Records			Director Counseling		
	Annual Salary	#	Admin. Level	Annual Salary	#	Admin. Level	Annual Salary	#	Admin. Level	Annual Salary	#	Admin. Level	Annual Salary	#	Admin. Level	Annual Salary	#	Admin. Level
SANDBURG	58,893	1	2	47,782	1	4	55,382	1	4				46,497	1	4			
SHAWNEE							45,929	1	4									
SOUTHEASTERN	57,317	1	3	47,711	1	3							36,690	1	4			
SPOON RIVER	50,734	1	3	56,979	1	2				46,133	1	3						
STATE COMM COLL	45,000	1	4															
WOOD				55,822	1	4	51,021	1	4				37,872	1	3			
DANVILLE	63,003	1	4	39,497	1	4	36,000	1	4	23,930	1	6	31,042	1	4	34,264	1	4
HIGHLAND	53,256	1	3	28,805	1	3	44,290	1	3				44,309	1	3	44,393	1	3
KASKASKIA	60,736	1	3	57,326	1	3	59,847	1	3				22,554	1	4			
KISHWAUKEE	52,750	2	4	55,500	1	4	61,250	1	3	67,900	1	3	44,600	1	4			
REND LAKE	66,895	1	3	30,281	2	5	32,936	1	5	47,986	1	5				45,000	1	3
SAUK VALLEY	61,795	1	3	50,000	1	3	57,100	1	3				41,990	1	4			
ILLINOIS EASTERN																		
ILLINOIS VALLEY	56,795	1	3	60,904	1	2	43,639	1	2				47,412	1	3			
KANKAKEE	62,324	1	3	64,485	1	4	56,997	1	3				51,363	1	4	53,190	1	4
LAKE LAND	58,785	1	4				50,892	1	4				45,064	1	4			
LEWIS & CLARK							56,037	1	4				39,189	1	4	34,240	1	4
LOGAN	59,398	3	4-5				47,913	1	4				61,315	1	4			
MC HENRY	67,000	1	3	70,155	1	3	60,174	1	4	47,568	1	4	41,265	1	4			
BELLEVILLE	65,591	3	4				51,115	1	4	33,106	1	4	57,799	1	4	57,364	1	4
BLACK HAWK				65,231	1	3	62,760	1	3									
HEARTLAND	54,630	1	3	48,185	1	3										43,035	1	4
ILLINOIS CENTRAL	72,810	1	4				60,000	1	6				39,480	1	4			
LINCOLN LAND	67,796	1	4				50,715	1	4				48,236	1	4	66,432	1	4
PARKLAND	65,000	1	3	56,974	1	4	57,570	1	6	45,040	1	4	49,000	1	4	35,700	1	4
RICHLAND				52,946	1	3							57,847	1	3			
ROCK VALLEY	74,315	1	3	64,214	2	3-4	62,537	1	4				56,284	1	4			
ELGIN				41,100	1	4	69,900	1	4	47,713	1	4	45,200	1	4	57,200	1	4
MORTON	55,370	1	4	51,330	1	4	64,820	1	4				50,340	1	4			
PRAIRIE STATE	53,763	1	3	53,688	1	3	60,266	1	4	34,959	1	4	55,110	1	3			
SOUTH SUBURBAN	75,730	1	4				54,175	1	4	59,453	1	4						
WAUBONSEE	48,550	1	4	40,000	1	4	72,000	1	3									
CHICAGO	53,951	11	3-4	61,617	3	4	50,913	3	4-6	62,873	1	3	51,685	8	4			
DUPAGE	80,872	1	4	80,872	1	4	88,701	1	3	61,655	1	4	80,872	1	4	60,801	1	5
HARPER							69,976	4	2-4							65,278	1	4
JOLIET	75,706	1	4	75,706	1	4	65,750	1	4	55,771	1	4	48,146	1	4	67,866	1	4
LAKE COUNTY	63,497	1	3	64,333	1	4	72,524	1	3	53,880	1	5	76,633	1	4	60,698	1	4
MORAINE VALLEY	72,709	1	4	72,780	1	4	69,366	1	4	40,770	1	6	25,704	1	4			
OAKTON							83,149	1	4	83,149	1	4	72,531	1	4	77,387	1	4
TRITON				63,076	1	4	65,000	1	4	61,670	1	3	40,000	1	4			
Number of Persons	45			37			39			17			37			15		
Averages	60,382			56,300			59,036			51,387			48,855			53,523		

Illinois Community College Board

Table 16

SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1995

	Director Financial Aid			Director Job Placement			Director Student Activities			Director LR/Library			Director Develop/Grants			Director Public Info/Relations		
DISTRICT/COLLEGE	Annual Salary	#	Admin. Level	Annual Salary	#	Admin. Level	Annual Salary	#	Admin. Level	Annual Salary	#	Admin. Level	Annual Salary	#	Admin. Level	Annual Salary	#	Admin. Level
SANDBURG	35,666	1	4							50,555	1	4				28,820	1	4
SHAWNEE	39,159	1	4	31,226	1	4				47,463	1	4				34,928	1	4
SOUTHEASTERN	26,100	1	4													39,850	1	4
SPOON RIVER										40,124	1	3				36,032	1	3
STATE COMM COLL.	33,602	1	4				38,378	5	3-5	45,518	1	4	35,619	2	4			
WOOD				32,878	1	4										36,657	1	4
DANVILLE	49,526	1	4	50,000	1	4				40,780	1	4				20,160	2	4
HIGHLAND	40,000	1	4							45,869	1	3				29,355	1	3
KASKASKIA	28,735	1	4				39,687	1	4									
KISHWAUKEE	35,876	1	6	29,677	1	6	32,205	1	6	35,562	1	4	50,000	1	4	36,300	1	4
REND LAKE	43,075	1	5	36,122	1	4				56,691	1	5	40,901	1	5	38,749	1	5
SAUK VALLEY	53,611	1	4															
ILLINOIS EASTERN	29,434	2	4							33,284	3	4	36,750	1	2	29,546	1	3
ILLINOIS VALLEY	38,142	1	3	35,971	1	4				50,572	1	4						
KANKAKEE	44,328	1	4				24,413	1	4							50,583	1	2
LAKE LAND				27,363	1	4				27,312	1	4				37,239	1	6
LEWIS & CLARK	39,674	1	4	31,200	1	4				42,460	1	4	54,178	1	4	46,500	2	4
LOGAN	32,400	1	4	53,262	1	4	30,000	1	4	70,897	1	4	36,041	3	4	45,589	1	4
MC HENRY	45,581	1	4							62,445	1	3	50,356	1	4	52,132	1	4
BELLEVILLE	43,127	1	4				31,391	1	4	65,794	1	4	56,168	1	4	38,128	1	4
BLACK HAWK																		
HEARTLAND	41,345	1	4															
ILLINOIS CENTRAL	53,725	1	4							73,495	1	4	74,495	1	6	56,075	1	6
LINCOLN LAND	39,900	1	4	28,000	1	4	48,400	1	4	50,449	1	6	38,843	1	4	35,956	1	4
PARKLAND	45,683	1	4	58,919	1	4	50,575	1	4	51,804	1	4	54,792	1	4	46,520	1	4
RICHLAND										61,599	1	3				39,021	1	4
ROCK VALLEY	55,422	1	4	36,507	1	6	44,617	1	4	49,729	1	4				56,284	1	4
ELGIN	42,000	1	4				48,100	1	4	71,700	1	4	79,400	1	2	56,800	1	4
MORTON										51,020	1	4				61,790	1	4
PRAIRIE STATE							45,366	1	4	43,574	1	4	45,212	1	4	40,448	1	4
SOUTH SUBURBAN							37,363	1	6	49,578	1	4				48,826	1	6
WAUBONSEE										50,400	1	3	75,800	1	3	42,300	1	2
CHICAGO	53,814	7	4-5				43,753	14	4-5				50,591	1	5	51,366	6	4-5
DUPAGE										76,069	1	4	59,872	1	4	73,898	1	4
HARPER				55,886	1	4	74,513	2	2-4	72,161	1	4	72,552	1	4			
JOLIET	45,546	1	6	35,056	1	6	40,352	1	4				48,469	1	4	49,974	1	4
LAKE COUNTY	60,779	1	5	35,604	1	6	76,633	1	4	83,652	1	3	43,607	1	5	51,931	1	5
MORAINE VALLEY	30,280	1	4	40,452	1	4	34,757	1	4							41,901	1	4
OAKTON							52,503	1	4	52,376	1	4	61,055	1	4	71,699	1	4
TRITON	49,151	1	4							63,368	1	4	61,932	1	3	59,440	1	4
Number of Persons	35			16			36			32			24			40		
Averages	43,657			38,633			44,160			52,583			51,431			45,202		

Illinois Community College Board

Table 16

SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1995

	Dir Personnel/Human Res.			Director Business Services			Director Phys Facil/Grounds			Director Adult Education			Director of Athletics			Controller		
DISTRICT/COLLEGE	Annual Salary	#	Admin. Level	Annual Salary	#	Admin. Level	Annual Salary	#	Admin. Level	Annual Salary	#	Admin. Level	Annual Salary	#	Admin. Level	Annual Salary	#	Admin. Level
SANDBURG							49,257	1	4							34,832	1	6
SHAWNEE										34,188	1	4						
SOUTHEASTERN																44,106	1	4
SPOON RIVER							28,309	1	3	34,063	1	3	25,750	1	3			
STATE COMM COLL																38,063	1	6
WOOD																		
DANVILLE	56,710	1	4				48,166	1	4	33,092	1	4				46,864	1	6
HIGHLAND				28,263	1	3	52,705	1	3				38,000	1	3			
KASKASKIA							39,929	1	4							30,770	1	4
KISHWAUKEE										40,900	1	4	31,752	1	4			
REND LAKE							45,320	1	5	45,953	1	5				39,140	1	5
SAUK VALLEY	36,249	1	5	37,274	1	4							33,579	1	5			
ILLINOIS EASTERN	36,750	1	2	28,152	4	3										52,959	1	2
ILLINOIS VALLEY							43,745	1	3									
KANKAKEE				45,712	1	4	53,806	1	4	33,600	1	4	40,950	1	4			
LAKE LAND	27,370	1	4	39,347	1	4	46,608	1	4	45,064	1	4				39,347	1	4
LEWIS & CLARK							43,168	1	4	46,398	1	4	46,500	2	6			
LOGAN	52,837	1	4	68,030	1	4	41,835	3	4-6	58,296	1	4	66,354	1	4			
MC HENRY	53,335	1	4	45,790	1	4	50,821	1	3	56,211	1	4	45,139	1	4	47,563	1	3
BELLEVILLE	63,006	1	2	46,763	1	4	47,474	1	4	60,081	1	4	44,677	1	4			
BLACK HAWK	65,000	1	3															
HEARTLAND																43,575	1	3
ILLINOIS CENTRAL	71,540	1	4				65,695	1	4							51,480	1	4
LINCOLN LAND	63,612	1	4	52,000	1	4	53,520	1	6	52,637	1	4						
PARKLAND				62,500	1	3	71,310	1	4									
RICHLAND							46,433	1	4	45,183	1	3						
ROCK VALLEY				53,500	1	3	55,199	1	4	32,783	1	4	49,866	1	4	53,307	1	4
ELGIN	53,200	1	4	44,218	1	4	62,775	1	4	52,000	1	4						
MORTON	70,000	1	2	46,470	1	4	56,600	1	4									
PRAIRIE STATE	43,574	1	4	45,606	1	4	57,268	1	4	38,789	1	4						
SOUTH SUBURBAN	79,740	1	4	44,818	1	6	46,001	1	6							72,249	1	4
WAUBONSEE	41,000	1	2	42,000	1	4	65,000	1	3	37,400	1	4				60,100	1	3
CHICAGO	59,623	3	3-4	62,125	9	4	66,792	5	3-4	57,744	6	4				52,489	1	4
DUPAGE	81,490	1	4	76,069	1	4				80,872	1	4	66,120	1	5			
HARPER	73,768	1	4	82,189	1	4	62,400	1	4	69,819	1	4	65,171	1	4	50,667	1	4
JOLIET	56,978	1	4	57,882	1	4	74,035	1	4	50,130	1	4	38,000	1	4	57,882	1	4
LAKE COUNTY	53,825	1	4	80,095	1	3	62,387	1	4	39,991	1	5	65,516	1	4	43,607	1	5
MORAINE VALLEY	45,848	1	4				56,330	1	4	43,049	1	4	44,040	1	4	53,579	1	4
OAKTON	75,109	1	4	61,596	1	4	71,609	1	4	79,698	1	4	67,821	1	4	61,848	1	4
TRITON	49,350	1	4	76,880	1	3	51,971	1	4	40,000	1	4						
Number of Persons	25			34			36			30			17			20		
Averages	57,158			53,257			54,647			49,889			47,984			48,721		

BEST COPY AVAILABLE

Section VIII

SUMMARY OF FISCAL YEAR 1995 MONTHLY CLASSIFIED AND OTHER (NONTEACHING) PROFESSIONAL STAFF SALARIES AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 17 summarizes Illinois community college earnings for specific classified and other (nonteaching) professional staff titles. The number of employees in Column 1 is the total of all employees for the respective position titles which were reported by Illinois community colleges. The average fiscal year 1995 salary in Column 3 is the weighted average of all monthly salaries reported for each classification. The high and low salaries are those reported by the colleges for each specific type of classification.

Illinois Community College Board

Table 17

LOW, HIGH, AND AVERAGE MONTHLY SALARIES FOR SPECIFIED CLASSIFIED AND OTHER (NON-TEACHING) PROFESSIONAL STAFF AT ILLINOIS COMMUNITY COLLEGES FOR FISCAL YEAR 1995

	Number of Employees	Low Salary	High Salary	Average Salary
Accountant I	31	1,381	3,402	2,311
Accountant II	28	1,653	4,258	2,633
Account Clerk I	87	1,031	3,073	1,811
Account Clerk II	131	1,052	3,338	2,065
Admissions/Records Clerk	161	1,086	2,066	1,566
Admissions/Records Supervisor	48	1,310	3,831	2,534
Audio/Visual Services Manager	34	1,272	4,782	2,358
Bookstore Manager	27	1,095	3,427	2,437
Clerk Typist	380	677	2,489	1,632
Computer Operator I	59	1,213	2,848	2,065
Computer Operator II	46	1,342	3,738	2,368
Computer Programmer I	11	1,603	3,267	2,385
Computer Programmer II	30	1,900	3,905	2,449
Computer Systems Analyst	32	2,182	4,776	3,565
Custodian	664	1,268	2,532	1,797
Custodian Supervisor	63	1,588	3,958	2,513
Keypunch Oper./Data Entry Clerk	35	955	2,929	1,905
Library Clerk	126	927	3,073	1,782
Programmer/Analyst	36	1,651	4,585	2,950
Purchasing Clerk	29	1,047	2,445	1,817
Purchasing Supervisor	27	1,820	4,530	2,946
Receptionist/Switchboard	64	833	2,527	1,668
Secretary-General	566	991	2,589	1,707
Secretary-Administrative	329	1,440	3,073	2,052
Secretary-Executive	100	1,707	3,709	2,510
Security Guard/Officer	118	1,258	2,560	1,816
Security Supervisor	24	1,794	4,200	2,914
Shipping/Receiving Clerk	37	1,209	2,565	1,749

SOURCE OF DATA: Salary Submission (C2)

Section IX

FRINGE BENEFITS FOR FULL-TIME EMPLOYEES AT ILLINOIS PUBLIC COMMUNITY COLLEGES - FISCAL YEAR 1994

Table 18 summarizes the fringe benefits paid to all types of employees at Illinois public community colleges in fiscal year 1994. Table 19 identifies the type of fringe benefits provided by each Illinois public community college to full-time instructional faculty. Table 20 presents the total and average cost per employee of fringe benefits at each college for faculty, other professionals, administrative, and classified staff. The salaries shown throughout this report do not include these fringe benefits. Fringe benefits are defined as payments other than wages and salary, such as vacation, retirement, insurance, worker's compensation, and unemployment insurance.

Table 18

SUMMARY OF AVERAGE FISCAL YEAR 1994 FRINGE BENEFIT COSTS PER EMPLOYEE AT ILLINOIS PUBLIC COMMUNITY COLLEGES

	District Range		State Average
	Low -	High	
Administrative	$ 929	$10,620	$5,145
9-Month Teaching Faculty	$ 877	$ 8,528	$4,624
12-Month Teaching Faculty	$ 385	$ 7,406	$3,507
9-Month Other Professional (Nonteaching)	$1,847	$12,660	$5,093
12-Month Other Professional (Nonteaching)	$ 836	$ 8,151	$3,825
Classified	$ 563	$ 7,806	$4,356

Illinois Community College Board

Table 19

FRINGE BENEFITS PAID BY THE COLLEGE FOR FULL-TIME STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FALL 1994

District/College	Health Insurance	Health Insurance Family	Dental Insurance	Life Insurance	Employee SURS Paid by College*	Social Security	Medicare	Worker's Comp.	Unemploy. Insurance	Disability	Free or Partial Tuition for Family	Other
SANDBURG	X		X	X			X	X			X	X
SHAWNEE				X			X	X	X		X	
SOUTHEASTERN	X	X		X			X	X	X		X	
SPOON RIVER	X	X		X			X	X	X		X	X
STATE COMM. COLL. WOOD	X	X		X			X	X	X	X	X	X
DANVILLE	X	X	X	X	X		X	X	X	X	X	X
HIGHLAND	X	X	X	X			X	X			X	X
KASKASKIA	X	X		X			X	X	X		X	
KISHWAUKEE	X	X	X	X			X	X	X		X	X
REND LAKE	X		X	X			X	X			X	X
SAUK VALLEY	X	X		X			X	X	X		X	X
ILLINOIS EASTERN	X		X	X			X	X	X		X	
ILLINOIS VALLEY	X	X		X	X		X	X	X			
KANKAKEE	X		X	X			X	X	X	X	X	X
LAKE LAND	X	X	X	X			X	X	X		X	
LEWIS & CLARK	X	X	X	X			X	X	X	X		
LOGAN	X	X		X			X	X	X		X	
MC HENRY	X	X		X	X		X	X			X	X
BELLEVILLE	X	X		X			X	X	X		X	X
BLACK HAWK	DNS											
HEARTLAND	X	X		X			X	X	X		X	
ILLINOIS CENTRAL	X	X	X	X		X	X	X	X	X	X	X
LINCOLN LAND	X		X	X			X	X	X		X	
PARKLAND	X	X	X	X			X	X	X	X	X	
RICHLAND	X	X	X	X	X		X	X	X	X	X	
ROCK VALLEY	X	X	X	X			X	X	X		X	X
ELGIN	X	X		X			X	X	X		X	
MORTON	X			X	X		X	X			X	X
PRAIRIE STATE	X	X	X	X			X	X	X	X	X	
SOUTH SUBURBAN	X		X	X	X		X	X			X	X
WAUBONSEE	X	X	X	X			X	X		X	X	X
CHICAGO												
DUPAGE	X	X	X	X			X	X	X		X	X
HARPER	X	X	X	X	X		X	X	X	X	X	X
JOLIET	X	X		X				X	X	X	X	
LAKE COUNTY	X			X			X	X	X	X	X	X
MORAINE VALLEY	X			X			X	X	X	X	X	X
OAKTON	X	X	X	X			X	X	X		X	X
TRITON	X	X	X	X	X		X	X	X		X	X

*Usually for select administrators only

SOURCE OF DATA: Salary Submission (C2)

Illinois Community College Board

Table 20

FISCAL YEAR 1994 ANNUAL COST OF FRINGE BENEFITS
FOR FULL-TIME EMPLOYEEES AT ILLINOIS PUBLIC COMMUNITY COLLEGES

	Administrative			9 Mos. Faculty			12 Mos. Faculty		
District/College	Number	Total Cost	Cost Per Employee	Number	Total Cost	Cost Per Employee	Number	Total Cost	Cost Per Employee
SANDBURG	19	63,300	3,332	56	178,191	3,182			
SHAWNEE	10	9,293	929	39	34,213	877	1	385	385
SOUTHEASTERN	24	67,017	2,792	46	130,627	2,840	28	77,815	2,779
SPOON RIVER	14	47,321	3,380	34	112,797	3,318			
WOOD	13	65,356	5,027	15	66,723	4,448	27	119,844	4,439
DANVILLE	20	94,442	4,722	54	171,754	3,181	1	3,444	3,444
HIGHLAND	16	89,218	5,576	48	239,096	4,981			
KASKASKIA	33	151,210	4,582	51	240,844	4,722	10	40,407	4,041
KISHWAUKEE	13	36,841	2,834	67	179,830	2,684			
REND LAKE	26	66,526	2,559	60	146,531	2,442	14	31,959	2,283
SAUK VALLEY	22	125,295	5,695	50	245,459	4,909	1	7,406	7,406
ILLINOIS EASTERN	31	74,069	2,389	94	255,848	2,722	19	48,604	2,558
ILLINOIS VALLEY	12	114,401	9,533	73	313,244	4,291			
KANKAKEE	45	145,861	3,241	49	168,164	3,432			
LAKE LAND	20	102,860	5,143	93	468,153	5,034	9	49,471	5,497
LEWIS & CLARK	30	87,656	2,922	74	196,159	2,651			
LOGAN	22	89,056	4,048	87	382,327	4,395			
MC HENRY	29	211,011	7,276	61	371,002	6,082			
BELLEVILLE	32	156,854	4,902	106	467,873	4,414	6	26,027	4,338
BLACK HAWK	DNS								
HEARTLAND	12	43,085	3,590	6	15,180	2,530	16	46,455	2,903
ILLINOIS CENTRAL	36	180,846	5,024	174	663,354	3,812			
LINCOLN LAND	33	113,865	3,450	114	516,560	4,531	10	40,254	4,025
PARKLAND	36	185,786	5,161	150	775,522	5,170			
RICHLAND	16	83,721	5,233	49	221,246	4,515			
ROCK VALLEY	41	194,094	4,734	128	575,891	4,499	8	33,934	4,242
ELGIN	30	180,814	6,027	107	707,171	6,609			
MORTON	14	109,639	7,831	53	451,978	8,528			
PRAIRIE STATE	34	208,390	6,129	81	300,655	3,712			
SOUTH SUBURBAN	33	190,178	5,763	111	470,929	4,243			
WAUBONSEE	25	155,792	6,232	67	354,185	5,286			
CHICAGO	DNA								
DUPAGE	50	340,942	6,819	295	1,553,660	5,267			
HARPER	36	382,322	10,620	194	1,470,312	7,579			
JOLIET	59	391,939	6,643	156	782,155	5,014			
LAKE COUNTY	52	223,999	4,308	163	268,149	1,645			
MORAINE VALLEY	24	146,811	6,117	165	1,017,462	6,166			
OAKTON	29	159,361	5,495	133	695,259	5,228			
TRITON	27	148,639	5,505	193	955,298	4,950			
	1,018	$5,237,810	$5,145	3,496	$16,163,800	$4,624	150	$526,005	$3,507

DNS = Data Not Submitted
SOURCE OF DATA: Salary Information (C2)

Illinois Community College Board

Table 20
(Continued)

FISCAL YEAR 1994 ANNUAL COST OF FRINGE BENEFITS
FOR FULL-TIME EMPLOYEEES AT ILLINOIS PUBLIC COMMUNITY COLLEGES

	9-Month Other Prof. Staff			12-Month Other Prof. Staff			Classified Staff		
District/College	Number	Total Cost	Cost Per Employee	Number	Total Cost	Cost Per Employee	Number	Total Cost	Cost Per Employee
SANDBURG	3	9,325	3,108	9	30,047	3,339	52	162,490	3,125
SHAWNEE				8	6,684	836	25	14,083	563
SOUTHEASTERN	5	13,409	2,682	16	39,245	2,453	46	98,542	2,142
SPOON RIVER	1	2,715	2,715	14	45,933	3,281	34	106,667	3,137
WOOD				33	138,969	4,211	39	142,583	3,656
DANVILLE	4	11,914	2,979	25	83,690	3,347	95	332,897	3,504
HIGHLAND				24	105,249	4,385	51	223,568	4,384
KASKASKIA	4	19,407	4,852				37	171,773	4,643
KISHWAUKEE	11	26,762	2,433	27	69,313	2,567	65	177,843	2,736
REND LAKE	4	9,536	2,384	31	70,060	2,260	53	133,198	2,513
SAUK VALLEY	5	24,299	4,860	14	56,696	4,050	43	183,542	4,268
ILLINOIS EASTERN	2	5,945	2,973	48	121,030	2,521	103	273,627	2,657
ILLINOIS VALLEY	4	13,865	3,466	10	81,505	8,151	63	231,933	3,681
KANKAKEE				37	108,659	2,937	69	209,754	3,040
LAKE LAND	10	47,898	4,790	35	153,726	4,392	62	334,482	5,395
LEWIS & CLARK				55	152,659	2,776	64	168,967	2,640
LOGAN				50	169,977	3,400	47	148,679	3,163
MC HENRY	9	64,790	7,199	33	170,217	5,158	48	258,065	5,376
BELLEVILLE	4	10,636	2,659	45	153,710	3,416	126	501,371	3,979
BLACK HAWK	DNS								
HEARTLAND				12	30,685	2,557	17	43,880	2,581
ILLINOIS CENTRAL	7	30,251	4,322	22	107,477	4,885	213	721,819	3,389
LINCOLN LAND	3	13,541	4,514	3	10,378	3,459	94	305,123	3,246
PARKLAND	6	39,268	6,545	82	354,924	4,328	126	492,473	3,909
RICHLAND				23	103,947	4,519	56	200,733	3,585
ROCK VALLEY	6	26,716	4,453	38	158,620	4,174	132	595,274	4,510
ELGIN	9	113,937	12,660				125	686,255	5,490
MORTON							81	632,315	7,806
PRAIRIE STATE	5	14,406	2,881				102	326,214	3,198
SOUTH SUBURBAN	13	56,351	4,335				149	711,327	4,774
WAUBONSEE	5	23,990	4,798				99	577,640	5,835
CHICAGO	DNA								
DUPAGE	30	155,803	5,193				414	1,950,379	4,711
HARPER	24	152,498	6,354				373	2,369,744	6,353
JOLIET	DNS						124	693,519	5,593
LAKE COUNTY	18	33,247	1,847	3	12,448	4,149	228	774,024	3,395
MORAINE VALLEY	22	132,782	6,036	57	348,289	6,110	159	972,603	6,117
OAKTON	20	117,107	5,855				225	791,020	3,516
TRITON	13	87,630	6,741				237	1,035,056	4,367
	247	$1,258,028	$5,093	754	$2,884,127	$3,825	4076	$17,753,462	$4,356

DNS = Data Not Submitted
SOURCE OF DATA: Salary Information (C2)

Section X

FISCAL YEAR 1995
MEAN PERCENTAGE SALARY INCREASES FOR FACULTY, OTHER (NONTEACHING) PROFESSIONAL STAFF, ADMINISTRATIVE STAFF, AND CLASSIFIED STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 21 summarizes fiscal year 1995 weighted average percentage salary increases of full-time faculty, other professional staff, administrative staff, and classified staff. Comparisons are based on contractual base salaries for continuing employees who were employed in the same employee group during the entire prior fiscal year.

The mean percentage salary increases for each classification of employees at each community college district reporting data are shown in Table 22.

Table 21

SUMMARY OF FISCAL YEAR 1995 MEAN PERCENTAGE SALARY INCREASES FOR ADMINISTRATIVE, FACULTY, OTHER (NONTEACHING) PROFESSIONAL, AND CLASSIFIED STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES

	Mean Percentage Salary Increases		
	Low	High	State Average*
Administrative	0.0%	7.9%	4.5%
Faculty (9 and 12 Months)	0.0%	8.6%	4.9%
Other (Nonteaching) Professional (9 and 12 Months)	0.0%	9.3%	4.8%
Classified	0.0%	8.1%	3.8%

*Weighted

Illinois Community College Board

Table 22

FISCAL YEAR 1995 AVERAGE SALARY INCREASES

DISTRICT/COLLEGE	Administrative	Teaching Faculty	Other Professional	Classified
SANDBURG	5.7 %	6.0 %	5.0 %	5.9 %
SHAWNEE	5.3	5.2	5.4	5.4
SOUTHEASTERN	6.5	5.7	8.1	5.0
SPOON RIVER	6.0	5.9	5.4	6.0
STATE COMM. COLL.	0.0	0.0	0.0	0.0
WOOD	6.0	6.3	6.1	6.3
DANVILLE	4.8	5.0	5.3	6.0
HIGHLAND	1.9	4.1	3.9	3.3
KASKASKIA	4.3	4.9	4.9	3.6
KISHWAUKEE	4.4	4.5	4.2	4.5
REND LAKE	3.2	5.2	2.7	3.5
SAUK VALLEY	2.8	3.3	3.9	3.2
ILLINOIS EASTERN	5.1	4.9	4.1	4.6
ILLINOIS VALLEY	1.2	0.8	5.4	2.7
KANKAKEE	5.2	8.6	5.0	4.9
LAKE LAND	6.8	4.6	4.7	4.7
LEWIS & CLARK	7.9	4.5	6.6	4.7
LOGAN	3.8	6.5	6.8	6.2
MC HENRY	5.5	5.4	4.9	4.5
BELLEVILLE	3.5	3.0	3.3	4.3
BLACK HAWK	4.1	5.7	9.3	5.2
HEARTLAND	5.6	5.6	6.1	6.2
ILLINOIS CENTRAL	4.0	4.2	4.0	4.0
LINCOLN LAND	4.9	3.5	4.7	5.0
PARKLAND	5.6	4.8	6.0	8.1
RICHLAND	3.9	4.0	3.9	3.9
ROCK VALLEY	4.4	4.5	4.5	4.5
ELGIN	4.9	5.2	3.2	5.1
MORTON	5.0	5.8	6.7	7.0
PRAIRIE STATE	3.3	4.7	5.0	5.0
SOUTH SUBURBAN	3.9	6.2	5.1	3.6
WAUBONSEE	4.9	5.2	5.2	5.4
CHICAGO	3.8	4.0	4.0	0.0
DUPAGE	7.1	7.8	5.0	4.5
HARPER	4.0	5.6	4.8	4.2
JOLIET	4.0	4.0	4.0	4.0
LAKE COUNTY	3.6	5.5	5.2	6.2
MORAINE VALLEY	5.0	5.0	4.9	5.0
OAKTON	4.1	5.7	4.5	4.4
TRITON	4.8	4.1	4.3	4.3
TOTALS/AVERAGES	4.5 %	4.9 %	4.8 %	3.8 %

SOURCE OF DATA: Salary Submission (C1)

Section XI

FISCAL YEAR 1994 AVERAGE TOTAL SALARY ACTUALLY PAID AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 23 compares the contractual base salaries reported for fiscal year 1994 and the average total salaries paid to full-time faculty in fiscal year 1994. The fiscal year 1994 average total salary actually paid salaries include all overloads and compensation for extra assignments paid to full-time faculty from July 1, 1993 to June 30, 1994.

The state weighted average total fiscal year salary paid to faculty in fiscal year 1994 for those districts reporting data is $6,620 more than the state average academic year (9 and 12 months) contractual salary for full-time teaching faculty in fiscal year 1994. An analysis of total faculty salary is important because some community colleges make an extra effort to ensure that the full-time faculty have first chance at overload classes and extra assignments prior to hiring part-time faculty.

Table 24 contains the fiscal year 1994 average total salary actually paid to administrators, other (nonteaching) professionals, and classified staff.

Illinois Community College Board

Table 23

A COMPARISON OF FACULTY (9 & 12 MONTH) FISCAL YEAR 1994 CONTRACTUAL BASE SALARIES AND FISCAL YEAR 1994 AVERAGE TOTAL SALARY ACTUALLY PAID

DISTRICT/COLLEGE	FY 1994 Full-time Average Faculty Contractual Base Salary	FY 1994 Full-time Average Faculty Total Salary	Dollar Difference	Percent Difference
SANDBURG	34,541	39,649	5,108	14.8%
SHAWNEE	33,300	38,897	5,597	16.8%
SOUTHEASTERN	33,184	38,878	5,694	17.2%
SPOON RIVER	35,313	41,944	6,631	18.8%
STATE COMM COLL	34,201	34,152	(49)	-0.1%
WOOD	29,264	34,619	5,355	18.3%
DANVILLE	33,475	38,095	4,620	13.8%
HIGHLAND	40,690	44,706	4,016	9.9%
KASKASKIA	38,945	45,906	6,961	17.9%
KISHWAUKEE	34,645	39,047	4,402	12.7%
REND LAKE	37,638	42,950	5,312	14.1%
SAUK VALLEY	36,561	42,032	5,471	15.0%
ILLINOIS EASTERN	31,930	39,374	7,444	23.3%
ILLINOIS VALLEY	38,978	43,445	4,467	11.5%
KANKAKEE	38,926	46,280	7,354	18.9%
LAKE LAND	35,689	44,828	9,139	25.6%
LEWIS & CLARK	42,837	46,719	3,882	9.1%
LOGAN	40,285	38,955	(1,330)	-3.3%
MCHENRY	40,816	49,045	8,229	20.2%
BELLEVILLE	46,617	58,750	12,133	26.0%
BLACK HAWK	40,433	43,418	2,985	7.4%
HEARTLAND	32,353	38,222	5,869	18.1%
ILLINOIS CENTRAL	40,571	51,742	11,172	27.5%
LINCOLN LAND	44,434	54,697	10,263	23.1%
PARKLAND	43,124	48,529	5,405	12.5%
RICHLAND	37,657	43,564	5,907	15.7%
ROCK VALLEY	42,529	48,106	5,577	13.1%
ELGIN	52,707	64,027	11,320	21.5%
MORTON	48,684	49,597	913	1.9%
PRAIRIE STATE	42,473	46,789	4,316	10.2%
SOUTH SUBURBAN	47,972	55,231	7,259	15.1%
WAUBONSEE	41,876	47,247	5,371	12.8%
CHICAGO	51,505	53,905	2,400	4.7%
DUPAGE	49,511	59,566	10,055	20.3%
HARPER	54,581	--	--	--
JOLIET	47,083	60,903	13,820	29.4%
LAKE COUNTY	59,413	70,242	10,829	18.2%
MORAINE VALLEY	45,942	59,869	13,927	30.3%
OAKTON	54,616	66,196	11,580	21.2%
TRITON	51,923	64,044	12,121	23.3%
WEIGHTED AVERAGES	$45,552	$52,172	$6,620	14.5%

-- = Not Applicable
DNA = Data Not Available
SOURCE OF DATA: Salary Submission (C1)

Illinois Community College Board

Table 24

FISCAL YEAR 1994 AVERAGE TOTAL SALARY ACTUALLY PAID FOR ADMINISTRATORS, OTHER PROFESSIONALS, AND CLASSIFIED STAFF

DISTRICT/COLLEGE	Administrative	Other Professional	Classified
SANDBURG	46,094	23,193	16,933
SHAWNEE	43,637	29,142	16,189
SOUTHEASTERN	44,022	33,249	15,530
SPOON RIVER	44,497	28,485	16,299
STATE COMM COLL	38,924	31,450	19,531
WOOD	52,372	33,333	20,058
DANVILLE	42,158	24,956	16,865
HIGHLAND	50,514	25,582	18,927
KASKASKIA	37,166	47,377	22,848
KISHWAUKEE	54,488	26,340	19,325
REND LAKE	46,728	27,461	21,848
SAUK VALLEY	54,833	30,722	20,479
ILLINOIS EASTERN	42,648	30,128	18,670
ILLINOIS VALLEY	48,354	31,987	18,591
KANKAKEE	47,679	24,626	17,464
LAKE LAND	49,551	27,133	17,890
LEWIS & CLARK	47,587	25,930	20,395
LOGAN	54,032	27,528	18,474
MCHENRY	53,424	34,365	20,170
BELLEVILLE	55,300	35,934	21,540
BLACK HAWK	58,026	33,653	24,325
HEARTLAND	56,461	27,357	19,470
ILLINOIS CENTRAL	62,960	33,421	21,061
LINCOLN LAND	49,839	27,695	21,631
PARKLAND	58,867	34,132	19,950
RICHLAND	55,611	33,203	18,318
ROCK VALLEY	47,966	44,494	22,088
ELGIN	59,006	43,995	22,924
MORTON	64,333	32,340	23,325
PRAIRIE STATE	43,975	27,422	19,269
SOUTH SUBURBAN	64,876	40,179	19,964
WAUBONSEE	55,548	32,585	20,604
CHICAGO	50,923	35,730	28,709
DUPAGE	70,595	39,460	24,534
HARPER	DNA	DNA	DNA
JOLIET	55,256	39,936	28,860
LAKE COUNTY	64,155	44,091	25,761
MORAINE VALLEY	63,406	33,831	22,724
OAKTON	75,797	44,823	28,021
TRITON	65,179	41,567	24,053
WEIGHTED AVERAGES	$53,783	$34,655	$22,967

DNA = Data Not Available
SOURCE OF DATA: Salary Submission (C1)

Section XII

STATEWIDE AVERAGE ANNUAL CONTRACTUAL SALARIES IN ILLINOIS PUBLIC COMMUNITY COLLEGES FOR FISCAL YEARS 1991 TO 1995

Table 25 contains statewide average annual contractual salaries for Illinois public community college faculty (9 and 12 month), administrators (12 month), and other (nonteaching) professionals (9 and 12 month) for the last five fiscal years. Please be advised that analysis of these data are problematic because all colleges, due to negotiations or unforeseen problems, do not submit salary survey data every year.

Illinois Community College Board

Table 25

STATEWIDE AVERAGE CONTRACTUAL SALARIES FOR
FACULTY, ADMINISTRATORS, AND OTHER (NONTEACHING) PROFESSIONALS
IN ILLINOIS PUBLIC COMMUNITY COLLEGES
FISCAL YEARS 1991 TO 1995*

	FY 1991	FY 1992	FY 1993	FY 1994	FY 1995
Faculty (9 Month)	$40,434	$42,958	$44,065	$45,817	$47 418
Faculty (12 Month)	$36,381	$37,320	$38,199	$33,693	$34,697
Administrators (12 Month)	$44,925	$49,884	$50,801	$53,469	$54,761
Other Professionals (9 Month)	$39,887	$40,726	$41,782	$44,615	$46,734
Other Professionals (12 Month)	$27,622	$28,492	$29,715	$30,696	$31,246

*Due principally to extensive negotiations, not all colleges submitted salary data for every year reported in this table.

SOURCE OF DATA: ICCB Salary Reports